Officer and Enlisted Promotion Process

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Question #1

What governs Marine Corps Promotion Boards?

Officer Promotions

- **Title 10, United States Code**
  -Chapter 36: Promotion, Separation, & Involuntary Retirement of Officers on Active Duty
  -Chapter 1400: Promotion & Retention of Officers on the Reserve Active-Status List

- Secretary of the Navy
  - Process "owner"

Enlisted Promotions

- **Governed by the policies and regulations established by the Commandant of the Marine Corps**

- **Enlisted Promotion Manual (MCO P1400.32C)**

Question #2

How do Marines know if they are eligible for promotion?

Officer Convening Notice

- **Published in MARADMIN**
- **By law due at 30 days**
- **Contains:**
  - **Promotion zones**
  - **Personal Responsibilities**
  - **How & where to submit update material**
  - **Digital photos**
  - **Address/Website/POC info**

Enlisted Convening MARADMINs

- ***Instructions on how to prepare for the board!***
- **Contains:**
  - **PME requirements**
  - **Feeder MOSs**
  - **Zones and allocations by IMOS**
  - **Commanders' responsibilities**
  - **Instructions for determining eligibility**
  - **What to do about missing fitreps**
  - ***How & Where to submit Update Material***
- **Initial @ 60 days; changes @ 30 days**

Question #3

What guidance does the board receive?

Officer Precepts

- **Board Charter**
  - **Membership**
  - **Selection Opportunity**

- **SecNav Guidance**
  - **No Career Path**
  - **No Zero Defect**
  - **Joint, Acquisition**
  - **Minorities, Women**
  - **PME**
  - **Adverse Information**
  - **SecNav "signature" paragraph**
  - **Selection Criteria: *"Best & Fully Qualified"***

Enlisted Precepts

- Commandant's guidance
- Board membership
- Selection criteria of fully qualified and best qualified
- Professional Military Education
- Special duty assignments
- Bloom where you're planted
- Adverse information
- Zero defect guidance

Question #4

Can Marines communicate with the board?

Officer Communications

- **Title 10 USC, § 615 & 14107**

  -Authorizes "communication to the board, which the officer deems relevant."

  -Must be signed by eligible officer.

  -Must arrive by the board's convening date.

Enlisted Communications

- **MCO P1400.32C**

-Authorizes written communication to the board, which the Marine deems relevant.

-Must be <u>signed</u> by eligible Marine.

-Must <u>arrive by the board's convening date</u>.

Question #5

What do the populations look like?

Officer Competitive Categories

USMC

- **All Unrestricted Officers on ADL**
  - **-All MOSs**
- **Limited Duty Officers**
  - **-By MOS**
- **Chief Warrant Officers**
  - **-By MOS**

USMCR

- **All Unrestricted Officers on RASL**
  - **-All MOSs**
- **Active Reserve Officers**
  - **-All MOSs**
- **Chief Warrant Officers**
  - **-RASL (All MOSs)**
  - **-AR (By MOS)**

Enlisted Competitive Categories

- **Intended MOS (USMC & AR)**
- **Reserve Marines compete within their respective categories; i.e., AR, SMCR, IRR (except Limited Tour AR Marines compete as SMCR)**
- **OccFld (SMCR, IRR, & Limited Tour AR)**
- **SMCR and IRR GySgts and 1stSgts compete for SMCR 1stSgt & SgtMaj, respectively**

Question #6

How does the promotion process work?

SELECTION PROCESS

VOTE

- Minimum Majority Vote
- Multiple Iterations
- Secret Ballot
- Select to Allocation(s)

BRIEF

- Officers: 8-10 min/case
- Enlisted: 3-5 min/case

PREP CASES

- **30-60 min reviewing each case**
- **Determine competitiveness**

Officer boards conduct in-out voting

Question #7

What happens when the board is complete?

Officer Post-Board Actions

- ***Board Report***: **Lists Officers Selected by the Board.**

  Adverse Screening

- ***Nomination package***: **Lists Officers SecNav has recommended for promotion.**

Officer Withholds and Delays

- **Withhold: Selected by the board but name is withheld from nomination package (CMC and/or SecNav does not support).**

- **Delay: Selected, Nominated, but adverse found before the promotion is effected.**

  -Command delay

  -HQMC “pop”

Resolution to Officer Adverse Cases

- **Promote**
  - **Delay: Promote upon Appropriate Authority's approval**
  - **Withhold: Promote after nomination process**
  - **Receive a Back DOR and Pay**
- **Removal**
  - **Incurs a failure of selection (Discharged??)**
  - **Documented in OMPF**

Announcing Officer Selections

- **Announced via ALNAV**
- **Promote after Senate Confirmation**
- **Promote based off vacancies by grade**
  - **-USMCR promoted with same DOR as Active-Duty Running Mate**
  - **-AR promoted by vacancies (w/backdated DOR to Running Mate)**

Enlisted Post-Board Actions

- **Out Call**
- **Board Report signed by the Commandant or his designated representative: Dir, MM**
- **Selects announced by MARADMIN**

Enlisted Delay and Revocation

- CO has ultimate responsibility to effect promotion
- May recommend delay or revocation of promotion
- Failure to maintain high standards that led to selection or enter a promotion restriction status
- Recommendations forwarded via the chain of command
- Marines receive original date of rank if they are exonerated of all wrongdoing

Question #8

What are the Marine's/Command's roles/responsibilities in the promotion process?

Marine's Role

- Be familiar with the Promotion Schedule
- Ensure OMPF & MBS are accurate & complete
- Submit a Photo
- Ensure documentation of PME completion
- Communicate with the board on important
- issues
- Make sure the Promotion Branch Received info

Command's Role

OFFICER & ENLISTED

- **Counsel Marines on their *personal responsibility* for their OMPF/MBS**
- **Provide Mentorship**
- **Counsel Marines on PME**
- **Encourage Marines to submit their photos and update**

Question #9

What about remedial consideration?

Officer Special Selection Boards

- **References**
  - **-Title 10 U.S. Code Sec 628 & 14502**
  - **-SecNavInst 1410.1B**
  - **-MCO P1400.31B (Chapter 5)**
- **Approved/Disapproved personally by SecNav**
- ***Reasonable Diligence Test***
  - **-How did the officer ensure his/her record was complete & accurate prior to the board?**

SNCO Remedial Boards

APPROVALS

- Professional Military Education
- Erroneous Intended MOS
- Selected in wrong MOS
- Considered in wrong zone
- Erroneous component code
- Not considered

DISAPPROVALS

- Missing fitness reports
- Missing documents in OMPF
- Erroneous information in MCTFS
- Photograph was lost
- Dissatisfaction with the selection board results
- MOS credibility
- Billet MOS error

NCO Remedial Promotions

- **Average over 3,000 remedial requests annually**
- **Missing or incorrect data in MCTFS**
- **Requests for remedial promotion or changes to dates of rank should <u>not</u> be addressed to BCNR**
- **CO remains ultimately responsible for ensuring Marines are recommended for promotion**
- **Marines must meet time-in-grade and time-in-service requirements**

Enlisted Meritorious Promotions

- **Junior Marines**
  - **-Recruit training, schools, and Command Recruiting Program**
- **NCOs based on overall percentages of command strength**
  - **-Programs administered by Commanding Generals and separate commands**
- **SNCOs**
  - **-Combat and non-combat programs**
  - **-Special Duty Assignments**
  - **-Meritorious Promotions in the FMF and Marine Forces Reserve**

Question #10

What assistance is available to Marines in preparing for the promotion process?

Visit Our Websites

WWW.USMC.MIL

Follow links to Career, Military, Promotions and to Officer or Enlisted Promotions

Promotion Videos

- Given to all promotion board members
- Available for viewing on MarineNet

Points of Contact

- ***Mailing Address for Promotion Boards***:
  President FY0X or CY0X USMC (grade) Selection Board
  Harry Lee Hall
  17 Lejeune Rd
  Quantico, VA 22134-5104

- ***OFFICER PROMOTION (MMPR-1):***
  Comm: (703) 784-9703 or DSN: 278-9703

- ***ENLISTED PROMOTION (MMPR-2):***
  Comm: (703) 784-9710 or DSN: 278-9710

- ***OFFICER COUNSELING & EVALUATION SECTION (MMOA-4):***
  Comm: (703) 784-9281/9282/9283 or (800) 634-7988 or 278-9281/9282/9283

- ***ENLISTED CAREER COUNSELING & PERFORMANCE EVALUATION UNIT (MMEA-64):*** **Comm: (703) 784-9241/42/43 or (800) 833-2320 or 278-9281/9282/9283**

QUESTIONS?